



## REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 1/29/14	<u>Interviewer:</u> Sue Guenter-Schlesinger	<b>RFA #14 – 01</b>
<u>Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED], mother [REDACTED]		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> Former employee at WWU (Aramark)		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> Sex discrimination on basis of pregnancy		

To the best of your knowledge, please fill out the following:

Interviewee Status:    Male ☐ Female ☒    Administrator ☐    Faculty ☐    Staff ☒    Student ☐  
 Concern Regarding:    Male ☐ Female ☐    Administrator ☐    Faculty ☐    Staff ☐    Student ☐

**Category:** *(Please check at least one)*

- |  |  |   |  |  |
|--|--|---|--|--|
| <input type="checkbox"/> Age                           | <input type="checkbox"/> Color             | <input type="checkbox"/> Creed              | <input type="checkbox"/> Disability            | <input type="checkbox"/> Veteran Status      |
| <input type="checkbox"/> Marital Status                | <input type="checkbox"/> National Origin   | <input type="checkbox"/> Race               | <input type="checkbox"/> Religion              | <input type="checkbox"/> Retaliation         |
| <input checked="" type="checkbox"/> Sex/Gender         | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input checked="" type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression |  |   |  |  |

Time Line		
Date	Item	Comments
1/22/2014	[REDACTED] email to SGS	Requesting to discuss something with SGS.
1/24/2014	Lynae t/c with [REDACTED]	Scheduled appointment for her and daughter [REDACTED] to meet with SGS on 1/29/2014.
1/29/2014	SGS intake with [REDACTED] and [REDACTED]	<p>Sue met with [REDACTED] and [REDACTED] worked for Aramark since October 2011; was hired as a lead and became a supervisor. Last March, [REDACTED] told her work that she was pregnant. She discussed with [REDACTED] that she might have some complications throughout her pregnancy and might have some limitations, such as not pushing carts that were 75 pounds or more and not lifting 50 pounds or more. [REDACTED] told her that catering isn't the place for a pregnant woman. He referred to her as a see-saw that was about to go way down to the bottom and he didn't know if she was going to come up.</p> <p>After those comments, [REDACTED] went to [REDACTED]. [REDACTED] Aramark and she brushed off the comments by [REDACTED]. She put [REDACTED] pregnancy-</p>

		<p>related limitations in her file.</p> <p>█████ worked March through June. The climate was okay, although █████ made her feel "handicapped." In June, once school was out and there weren't many campus events, █████ was only scheduling █████ for a few hours because he said she was hard to accommodate. Then a few weeks later, she wasn't on the schedule at all. After June 28, █████ called █████ in HR because she hadn't been on the schedule for two weeks. █████ said she would lay █████ off until after the baby came so she could collect unemployment. █████ said to call her after the baby was born and █████ thought that's all she would need to do to begin working again. █████ indicated they would accommodate her limitations. She gave █████ a packet re: FMLA but never told her anything about it.</p> <p>After having the baby, █████ called and tried to get ahold of █████ but she never called back. So █████ visited █████ in late October 2013. He was very surprised and said he didn't know she was coming back and that she'd have to talk with █████ thinks he was very stand-offish.</p> <p>█████ saw █████ baby's hands and asked about them. █████ didn't know █████ had spoken with █████ the catering coordinator and █████ supervisor. She didn't know her mother had spoken with █████ and told her about the baby's hands. █████ made it seem he had no idea and didn't know if they were hiring or had available hours. █████ checked Craigslist and saw that her position was posted that week. █████ had accidentally sent █████ mother an email intended for █████ stating they hoped █████ "had moved on."</p> <p>█████ called █████ the week after █████ met with █████ She told █████ that an email conversation had been forwarded by accident to █████ mother and she was calling to say sorry. She was saying █████ was in the wrong and had no place to work in the catering department and that she made it a hostile environment. █████ asked her why her job was gone and █████ said █████ didn't feel out the proper paperwork and was hard to accommodate when pregnant. █████ said if she wanted a job with Aramark, she could reapply. █████ asked who the union rep was and █████ said she didn't know and that they probably wouldn't help because █████ hadn't signed the union card. █████ had asked █████ and █████ about five times for a union card to sign. Aramark terminated her employment the end of November.</p>
2/12/14	█████ email to SGS	When █████ left on maternity leave and went to turn in her keys, █████ told her to keep them for when she returns.
2/12/14	SGS email to █████	Thank you for email. Asking █████ to call at her convenience.
2/13/14	█████	Asking SGS to call █████ during the day on her cell.
		After discussion with Lisa Wochos, Sue referred █████ to the Human Rights Commission and EEOC.